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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN
(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER
ARTICLE 18 OF THE CONVENTION

Third periodic reports of States parties

REPUBLIC OF KOREA*

*For the initial report submitted by the Government of the Republic of Korea see CEDAW/C/5/Add.35; for its consideration by the Committee, see CEDAW/C/SR.87 and CEDAW/C/SR.91, and Official Records of the General Assembly, Forty-second Session, Supplement No. 38 (A/42/38), paras. 130-184. For the second periodic report submitted by the Government of the Republic of Korea, see CEDAW/C/13/Add.28 and Corr.1; for its consideration by the Committee, see CEDAW/C/SR.244 and Official Records of the General Assembly, Forty-eighth Session, Supplement No. 38 (A/48/38), paras. 405-450. This document has been reproduced without formal editing.

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Introduction

1. The Republic of Korea, being a State Party to the Convention on the Elimination of All Forms of Discrimination Against Women, herewith submits its third report for the consideration of the Committee on the Elimination of All Forms of Discrimination Against Women in accordance with Article 18 of the said Convention.

2. Since the submission of its second report in 1989, the Government of the Republic of Korea has introduced far-reaching measures for the advancement of women with the central objective of realizing an egalitarian society where women are respected and can participate in every aspects of national life on an equal basis with men and utilize their capabilities to the full. Major policies in this connection include strengthening the administrative infrastructure for women's affairs, revising and/or introducing laws and, where necessary, modifying the legal system itself in support of gendre equality, and breaking down the prejudices against women deeply ingrained in Korean culture.

3. The Government established the Ministry of Political Affairs (II) (for women) in 1988 and empowered it with full authority to coordinate all governmental and non-governmental activities aimed at advancing the status of women and to propose measures. Within this framework, all government ministries concerned are required to consult with the Ministry regarding their policies, programmes and legislative actions that affect women's rights and status. At the sub-national level, administrative units charged with family and women's affairs were established in six major cities, nine provinces, and 184 other localities and many women were appointed to take charge of those units. Furthermore, since coming into power in February 1993, the present Administration has made a special point of expanding women's opportunities for participation in the high-level national policy-making machinery by, for example, appointing three women ministers and an assistant minister for the first time. Within the Presidential Office (Chung-Wa-Dai), the Secretary for Women's Affairs is also a woman and a deputy spokesperson for the same Office is now in the process of being recruited from among women.

4. To provide appropriate institutional support for addressing women's issues, various laws containing elements of gendre-discrimination have been revised and legal requirements for the protection of maternity rights were strengthened. Specifically, the Government legislated the Domestic Litigation Act and revised the Family Registration Act and tax-related laws; the Inheritance and Gift Tax Act was revised in 1990 and 1994 to raise the level of tax deductions and to better protect the right of wives to inherit property upon the demise of their spouses; the Infant and Child Care Act was introduced in 1991 as part of a comprehensive child care policy and a large number of day care facilities were newly established under government guidance and financial support; and in 1989 and 1991, the National and Local Goverment Civil Servants Employment Regulations were revised to eliminate gendre-discrimination from the recruitment and appointment of civil servants and, as a result, the number of female public employees increased greatly. The Government published an administrative guideline in 1991 to facilitate the implementation of the Equal Employment Opportunity Act of 1989 and significant inroads have been made in all employment sectors as a result. Progress in the public sector was particularly noteworthy.

5. Sexual violence has been an issue of priority concern in the country in recent years and the Ministry of Political Affairs (II) and other concerned Ministries have carried out various activities aimed at addressing the issue. Particularly noteworthy among them is the legislation, in January 1994, of the Law for Punishing Sexual Offenders and Protecting Victims of Sexual Assaults, which defines sexual violence as a crime deserving extra heavy punishment and provides a broad range of protection for the victims of sexual violence. The Law is already in the process of implementation.

6. Since 1990, the Government took active steps to develop training programmes to sensitize government officials to gendre issues and to breakdown the general public's perceptions about the traditional gendre roles. The Government has also begun the process of revising the school curricula at all levels to eliminate gendre biases from text books, and to instill, instead, the values of gendre equality. Teachers at all levels are in the process of undergoing special training aimed at changing their thinking and attitudes, which is necessary if they are to effectively use the revised curricula and provide truly gendre-equal career guidance.

7. In order that the above and other measures for women be carried out in a systematic and coordinated manner as part of the country's overall development efforts, they have been made a part of the Government's Five-Year Plan for the New Economy (1993-1997) which replaced the Seventh Economic and Social Development Plan (1992-1996), as they were part of the Sixth Plan (1987-1991). Women's development issues and concerns have been given priority attention in the fields of education, employment, culture and social action, social welfare and international cooperation. With respect to all these fields, the Five-Year Plan for the New Economy provides concrete policies and programmes on women for the relevant government parties to implement.

8. Looking ahead to the 21st century, the Government intends to fully comply with the Nairobi Forward-Looking Strategies for the Advancement of Women and to honor the Convention on the Elimination of All Forms of Discrimination Against Women. It shall continue to endeavour to achieve gendre equality within the country and shall seek to contribute actively in international efforts to that end as a new member of the United Nation's Commission on the Status of Women.

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Definition of Discrimination

9. The Equal Employment Opportunity Act, as revised on 1 April 1989, in Article 2 Item 2 (Definition), defines "discrimination" as follows:

1) In the present Act, "discrimination" refers to unfair measures by employers in the process of personnel recruitment and in the establishment of working conditions on the bases of gendre, pregnancy, marriage and/or familial status.

2) Maternity benefits for working women are not regarded as discrimination in this law.

3) Preferential treatment of specific workers by the national government, local self-governing bodies or employers for the purpose of redressing existing discriminatory conditions is not viewed as discrimination in this law.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle:

Status of Women in the Constitution

10. All citizens are equal before the law. The Korean constitution sets down the fundamental principle of gendre equality in Article 11 Item 1 when it stipulates that "All citizens shall be equal before the law, and there shall be no discrimination in political, economic, social or cultural life on account of sex, religion or social status". This principle of gendre equality in all sectors has been stipulated in explicit and concrete terms in the Constitution's various articles.

11. With reference to the the economic sphere, Article 32, Itrem 4 provides that "Special protection shall be accorded to working women and they shall not be subjected to unjust discrimination in terms of employment, wages and working conditions".

12. In the area of family life, Article 36 Item 1 stipulates that "Marriage and family life shall be entered into and sustained on the basis of individual dignity and equality of the sexes, and the State shall do everything in its power to achieve that goal".

13. In the political sphere, Articles 24 and 25 state that "All citizens shall have the right to vote under the conditions as prescribed by law", and "All citizens shall have the right to hold public office under the conditions as prescribed by law." They, thus, guarantee equal opportunities for women and men with respect to public life.

14. Furthermore, by stipulating in Article 34 Item 3 that "The State shall endeavor to promote the welfare and rights of women", the Constitution obligates the State to promote the advancement of women's status.

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

<1> Legal Measures for the Advancement of Women's Status

15. Since the 1980's, a broad range of laws containing gendre biases have been revised to introduce the necessary institutional adjustments for the advancement of women. The following laws have undergone revision :

The Labour Standards Act

16. Based on Article 32 Item 4 of the Constitution mentioned earlier, the Labour Stardards Act was revised to ensure equal treatment of men and women (Article 5) and to protect women's maternity rights (Chapter 5).

17. Previously, the Labour Standards Act was applied to a limited range of work places. Since its revision on 29 March 1989, i) it is now applicable to all business/industrial establishments with five or more employees; ii) penalties for non-compliance have been stiffened; iii) the employer is required to grant menstrual leaves even without his or her employees requesting it; and iv) to secure over-time work from female employees, employers now need their consent whereas previously they only needed the permission of the Minister of Labour.

18. In order to encourage its speedy implementation, the revised Labour Standards Act stipulates a fine of up to five million won (US$6,250) for violation of the equal treatment for equal work clause and up to 5 year imprisonment or up to 30 million won (US$37,500) fine for violation of the maternity rights protection clause.

The Family Law (Domestic Relations and Inheritance Clauses of the Civil Code)

19. The Family Law which constitutes part of the Civil Code, in its 1958 version, contained many traditional elements contrary to the principle of gendre equality, especially with regards to marriage, divorce and inheritance. The Law was revised in 1990 and many of the discriminatory elements have been removed. It accords women a status almost equal to men's and introduced an egalitarian family system with the the husband and wife at the center as equal partners. This represents a marked departure from the country's traidtional concept of family relationships.

20. A few of the most notable changes include women's right to head a family, something previously unthinkable in the country's heavily Confucian cultural context, and the removal of male privileges in inheritance. The revised Law also accords women the right to claim their share of the family property although it may be in their spouses' name and, thus, officially recognizes the wive's contribution to the accumulation of famaily assests. Further more, it grants a divorced woman the right of guardianship over her children. These and other details of the revised Family Law are as shown in Table 1.

21. In support of the revised Family Law and its full and speedy implementation, the Government took steps to revise tax-related laws and to legislate the Domestic Litigation Act. The Inheritance and Gift Tax Act, revised in 1990 and again in 1994, for instance, upwardly adjusted the level of tax exemption for the wife's inheritance from her spouse's estate. This is in clear legal recognition of the right of the housewife to her share of domestic property even when she has not engaged in any gainful outside employment and has, thus, not made any direct contribution to the family property.

22. The Property Tax Assessment Regulations, used to check the source of funds used to acquire property, previously contained sexually inequal provisions in terms of the source of tax able funds and the maximum ceiling on tax deductions with the June 1991 revision of the Regulations, those inequalities have been completely removed.

<Table 1> Major Features of the Revised Family Law

Category	The Old Family Law	The Revised Family Law
(Domestic Relationship)		
1. Domicile of the spouses	Normally the husband's address	Determine by consultation between the spouses
2. Child adoption	By the husband's decision	Determine jointly by H/W
3. Property claim at divorce		New provision: Recognizes wife's housework as contribution to the family assets
(Guardianship)		
1. Exercise of guardianship rights	When the parents disagree the father has the prior rights	The parents to exercise joint guardianship. If they disagree, the family court decides
2. Guardianship over a child out of wedlock	Jointly by the putative father and the mother on the child's registration record	The natural mother may be the third party in the joint guardianship by agreement among all concerned. If no agreement, the family court decides
3. Child care responsibility and visiting rights after divorce	By consultation between the parents. If no agreement, the father decides. Visiting rights of the father and the mother without guardianship rights not recognized.	By agreement between the parents. If no agreement, the family court decides. Visiting rights of the father and the mother without guardianship rights recognized.
4. Extended kinship	Blood relations up to 8 times removed on the father's side. Blood relations up to 4 times removed on the mother's side. Blood relations up to 8 times removed on the husband's father's side. Blood relations up to 4 times removed on the husband's mother's side. Parents of the wife. Spouse.	Blood relations up to 4 times removed on the father/mother's sides. Blood relations up to 4 times removed on the spouse's father/mother's sides.
(Head of Family)	Inheritance of family headship (unrenounceable) Prerogatives of head of family: . The right to select the family domicile . The right to enter a person in the family register.	Succession of family headship (renounceable) Protection of female head of family: previously recognized only when no male is present in the family.
(Inheritance System)		
1. Share portions	Upon the demise of family head without a will: Eldest son - 1.5 Other sons and single	Upon the demise of family head without a will: Children - 1 Spouse - 1.5

	daughters - 1 each Married daughter - 0.25 Wife - 1.5	
2. Inheritors	Upon the demise of wife without children: the husband is the sole heir.	Upon the demise of wife without children: husband and the wife's parents inherit in equal portions
3. Portions contributed		New provision: recognizes a portion of the asset inherited as that contributed by the inheritor and makes that portion exempt from the inheritance tax.

The Equal Employment Opportunity Act

23. This Act was adopted in 1987 in order to realize the principle of gendre equality in employment opportunities and working conditions stipulated in the Constitution and to protect motherhood as well as to develop women's occupational potentials and, thereby, advance their socio-economic conditions.

24. With the passage of this Act, the principle of gener-equal treatment of workers and the protection of maternity rights have been codified and it has now become possible to impose sanctions against an employer for gendre discrimination in the process of recruitment and appointment.

25. While the Equal Employment Opportunity Act was the country's first legal instrument for enforcing equal treatment for equal work regardless of gendre and for protecting working women's maternity rights, there was a need to make these provisions, as well as the non-discriminatory recruitment and employment requirements, explicit and therefore the Act was revised in April 1989. Some of the more noteworthy among the Act's provisions are the extention of unpaid childcare leave to up to one year and to make the leave period counted as part of the consecutive work period. Furthermore, in the event of a labour dispute, the burden of proof has been shifted from the employee to the employer.

26. To strengthen the Act's power of enforcement, the revised version stipulates as penalties imprisonment of up to two years or a fine of up to 5 million won (US$6,250) for employers violating the provisions regarding wages, resignations, retirement and dismissal (Article 23) and a fine of up to 250 million won (US$3,125) for violations of recruitment, training, placement, promotion and childcare leave provisions.

The Mother-Child Welfare Act

27. The Mother-Child Welfare Act was enacted and went into force on 1 April 1989 to promote the security of families without fathers and to ensure the development of women and children in such families. The beneficiaries under this Act include widowed, divorced and abandoned women with minor children, as well as those whose husbands have lost their ability to work owing to physical and mental disorders or are serving prison terms.

28. Under the Act, low income families without fathers or able-bodied fathers receive protection in institutions on a temporary basis and are trained over a number of years to become financially and socially independent of the protective care. There are 39 protection facilities and three self-support facilities (rent-free housing only) for these purposes throughout the country.

The Infant and Child Care Act

29. The Infant and Child Care Act was enacted on 14 January 1991 in response to a rapidly rising trend among Korean women to enter the labour market and participate in civic activities and reflects the awakening on the part of Korean society as a whole to the public responsibility for the care of children. Under the Act comprehensive child care service arrangements, with priorities for the children of low-income families with working mothers, are in the process of being established.

30. The said arrangements include, inter alia, the requirement that all business/industrial establishments with more than 500 female employees must establish at least one day care facility within its own premises or subsidize external child care service charges.

31. The revised Act has not only established a foundation for systematizing and expanding child care facilities and services as required by women's advancement into the social and economic fields but has succeeded in bringing the State, the local governments and legislative bodies as major partners in the effort. At the same time, it has helped to establish in the public mind the fact that child care issues are simultaneously women's issues and issues for social welfare as a whole.

The National and Local Goverment Civil Servants Employment Regulations

32. The National and Local Government Civil Servants Employment Regulations were revised in June 1989 and June 1991 respectively. As a result, there is no longer gendre-based discrimination in the recruitment processes of civil servants.

<2> Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

33. The Government of the Republic of Korea signed the Convention on the Elimination of All Forms of Discrimination Against Women in May 1983, and ratified it on 27 December 1984. The Convention came into force on 26 January 1985. At the time of ratification, Korea made reservations on Articles 9 and 16-1 (c), (d), (f) and (g), but on 15 March 1991, the reservations on Article 16-1 (c), (d) and (f) were withdrawn in a follow-up of the revised Family Law mentioned. The reservations on Articles 9 and 16 (g), pertaining to the right to choose one's surname, still remain because they are incongruous with the country's current law covering the matter.

34. Under Article 6 item 1 of the Constitution that stipulates that "Treaties duly concluded and promulgated in accordance with the Constituion and the generally recognized rules of international law shall have the same effect as the domestic laws of the Republic Korea", the Convention on the Elimination of All Forms of Discrimination Against Women, with the exception of the articles reserved, has the legal status as the domestic laws.

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

35. Problems arising from violations of the Equal Employment Opportunity Act, whether in relation to recruitment, wages, training, placement, promotion, retirement or replacement, are first dealt with by the Complaint Settlement Commitee established under the same Act (Article 14) within the place of work. Problems not solved by the Commitee go to the local labour office or Employment Dispute Arbitration Commission for settlement.

The Complaint Settlement Commitee

36. Working women can report problems related to sexual discrimination on the worksite to their employers in writing or orally, and the employers must relay the reported problems to the in-house Complaint Settlement Commitee for settlement within 10 days, and must notify the result to the aggrieved party.

Support from the Administrative Machinery

37. In the event that grievances are not settled by the Complaint Settlement Commitee, the local labour office will, at the request of either the aggrieved party or the labour union of which the former is a member and the employer, provide the necessary advice or recommendation to the concerned parties or, alternatively, seek the intervention of an Employment Dispute Arbitration Commission within 10 days of the request.

The Establishment and Operation of the Employment Dispute Arbitration Commissions

38. The Commissions are to mediate disputes referred to them by the local labour office in their respective districts. Each Commission is composed of 15 members

representing the employee(s), the employer(s) and the public interest in equal portions.

39. The Commissions can demand cooperation from the concerned parties and have the administrative authority to require the submission of relevant documents and materials, participation in hearings, etc. as necessary, and to prepare a plan of arbitration and recommend its acceptance by the concerned parties. As indicated earlier, throughout the arbitration procedure, the burden of proof is on the employer.

40. Furthermore, employers in violation of the principle of gendre equality as provided for in the Equal Employment Opportunity Act and the Labour Standards Act are liable to criminal charges and penalties. Even in a civil suit brought against the employer by female employees, the burden of proof still rests with the former.

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

Elimination of Restrictions Against Female Students in Admission to Institutions of Education

41. As detailed under Article 10 (c) "Coeducation", "Revisions of Curricula and Teaching Meterials" and "Introduction of Gendre Equality in Education".

Training to Modifying Gendre Discrimination in Perceptions and Attitudes in Public Institutions of Education

42. As detailed under Article 5 (a) "Inculcation of Gendre Equality as a Norm".

Revision of the National and Local Civil Servants Employment Regulations

43. As detailed under Article 4 "Special Measures for the Advancement of Women".

Personnel Management Guidelines Pertaining to Female Civil Servants

44. In December 1993, the Government established a special personnel management guidelines applicable to female civil servants and prohibited improper treatment of women in recruitment, placement promotion, rewards, and training and, instead, encouraged a more rational personnel management approach which will reward them fairly. The guidelines ban gendre segregation in all aspects of public personnel management practices as a matter of principle, and all actions related to their placement, promotion, training and awards, etc. are to be strictly on the basis of objective standards and performance.

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise:

45. Measures taken by the Government for gendre equality within the business sector are mentioned under Article 11 (b) and (c).

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

<1> Establishment of National Machinery for the Advancement of the Status of Women

The Ministry of Political Affairs (II)

46. With the launching of the Sixth Republic in 1988, the Government appointed a woman as the Minister of Political Affairs (II) and empowered her to coordinate all governmental and non-governmental activities directed toward the advancement of Korean women.

47. The Ministry, through consultation with all sectors concerned and the gathering of pertinent information, identifies issues and problems and develops and recommends policy measures to address them. Where activities of the concerned line Ministries and agencies overlap or come into conflict, the Ministry intervenes to bring about the necessary adjustments. All Government Ministries and organs at various levels are required to consult the Ministry in advance when drafting new laws or planning new programmes with implications for women. The Minister of Political Affairs (II) is assisted by a Vice Minister and an Assistant Minister and four Coordinators of Political Affairs.

National Committee on Women's Policies

48. The Committee was established in 1983 by an Executive Decree as an advisory body under the Office of the Prime Minister. When government ministries formulate policies for the advancement of women, the policies are subject to review by the

Committee. It has the highest advisory authority on women's policies and reviews all major legislations, strategies, policies and programmes stemming from government ministries and agencies and advises the Prime Minister. It also proposes policies and programmes of its own for consideration by the Prime Minister. Indirectly, it has a monitoring function as well with reference to the activities of various government agencies concerned with women.

49. The Committee is chaired by the Prime Minister, with the Deputy Prime Ministers for the Economic Planning Board and the National Unification Board and the Minister of Political Affairs (II) serving as co-vice chairpersons. Other permanent members are the Ministers of Foreign Affairs; Home Affairs; Justice; Education; Culture and Sports; Agriculture, Forestry and Fisheries; Health and Social Affairs; and Labour (Ex-Officio), and individual experts from outside the government appointed by the Prime Minister. The non-Ex-Officio members represent diverse interests in the non-governmental sector and have expertise on women's affairs. The various organizations for the advancement of women and the government ministries are closely and formally linked through the Committee.

50. In December 1993, the Committee's charter has been revised to expand its total membership from the previous 25 to 35, to constitute up to three sectoral sub-committees and, when necessary, to establish a special sub-committee for the purpose of strengthening the substantive function of the Committee as a whole. Under the revised charter, the Committee has been empowered to request the Government ministries and agencies concerned to submit their respective plans of action for women and to receive reports on the results of the implementation of such plans.

Administrative Machinery for Women in Various Government Ministries

51. Policies and programmes for women are formulated and implemented by many Ministries of the Government within their respective areas of competence and purview and in consultation with the Ministry of Political Affairs (II) and the National Committee on Women's Policies.

52. Within the Ministry of Health and Social Affairs are a Women's Welfare Division, which is part of the Office of the Social Welfare Policies, and the Office of the Family Welfare Examiner who has an overall charge of women's affairs in the social welfare field. Major responsibilities of the Women's Welfare Division include programme planning for women's welfare, programme development and distribution for the enlightenment of women, and supervision and/or management of institutional facilities for disadvantaged women.

53. The Ministry of Labour has, within its Labour Standards Bureau, the Division for Women and Minors as well as a Women Guidance Officer directly under the Vice Minister. The two entities work together to address women's issues and problems arising in the field of labour. The Division for Women and Minors in particular takes responsibility for improving working conditions for women and minors, their protection and guidance in the context of their work, and the promotion of women workers' well-being and their advancement. In orter to review major policies for working women, the Committee on Working Women was established in December 1988. It is composed of officials of concerned Ministries and representatives of labour and women's organizations.

54. Other ministries, including the Economic Planning Board, the National Unification Board, Ministries of Foreign Affairs, Home Affairs, Justice, Education, Culture and Sports and Agriculture/Forestry/Fisheries, undertake various women-related activities consistent with their respective functions. At the sub-national or local level, there are 15 city or provincial Family Welfare Bureaus and 184 city, county or district Family Welfare Divisions that carry administrative responsibilities for a myriad of women's affairs.

Government-Supported Research Institute on Women

55. The Korean Women's Development Institute (KWDI) was established in 1983 to act as the brain trust for the advancement of Korean women, carry out studies and research on women, provide education and training to develop women's resources, and assist women's organizations in their activities. A total of 164 persons are on the staff of the Institute.

56. The Institute was transferred in 1991 from the administrative purview of the Ministry of Health and Social Affairs to the Ministry of Political Affairs (II) for the sake of strengthening the Government's hand in the area of women's policy formulation and implementation.

<2> National Plans for the Advancement of the Status of Women

57. The Women's Section of the "Long-Term National Development Plan Towards the Year 2000" (1986) contains investment activities designed to promote women's participation in the political field, expand the sphere of participation by women as citizens, vitalize women's activities as consumers and support pertinent actions on the part of women's organizations.

58. The inclusion of a women's section in the Sixth Five Year Economic and Social Development Plan (1987-1991) marked the beginning of integrating women's concerns into the overall national development context and recognizing the linkage between the two pursuits. In the Seventh Plan (1992-1996), the objective of removing obstacles to women's participation in all spheres of society received particular attention and the necessary policy tasks have been incorporated into the Plan activities of the education, employment, culture and social action, social welfare and international cooperation. The Five-Year Plan for the New Economy contains a basic plan for the well-being of working women. Further details are as shown in Table 2.

<Table 2> The Seventh Five-Year National Development Plan: Women in Development

Field	Major Policy Tasks
1. Education	Equalize formal education: . Strengthen career education for female students . Widen women's participation in educational policy-making, etc. (4 others) Improve the quality of adult education: . Expand adult education opportunities for women . Eliminate gendre bias from the curricula of adult education, etc. (2 others)

2. Employment	Facilitate/ensure stable female employment: . Stabilize female employment and strengthen the support system for child care, etc. (4 others) Expand/upgrade job training for women: . Open training opportunities in up-to-date industrial skills . Strengthen training for career promotion, etc. (4 others) Establish gendre equal employment practices/habits: . Strengthen administrative guidance toward rectifying gendre bias in employment practices, etc. (2 others) Protect marginalized female employees: . Protect at-home piece-rate female workers . Protect female workers in marginal industries, etc. (4 others)
3. Culture & Social Action	Culture: . Eliminate gendre bias from the mass media, etc. (2 others) Social Action: . Vitalize women's voluntary activities, etc. (3 others)
4. Social Welfare	Promote family welfare: . Strengthen service activities for female victims of domestic strife and violence, etc. (1 other) Expand child care services: . Expand and strengthen community-based child care facilities and services, etc. (3 others) Strengthen services for women in need of protective care: . Expand/upgrade services for fatherless families, etc. (2 others) Establish a system of service delivery for women: . Upgrade the capabilities of social service professionals who work with women, etc. (3 others)
5. International Cooperation	Participate in international activities/projects aimed at the development of women and the establishment of world peace. Documentation activities for promoting participation in interenational cooperation efforts. Expand the opportunities for and facilitate the entry of Korean women into international organizations.

<3> Budget Allocation for the Development of Women

59. Because the Government budgets are not amenable to breakdown by gendre, it is not possible to estimate the budget for the women's sector separately.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de factoequality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards: these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

<1> Special Measures for the Advancement of Women

60. In order to encourage women to enter public service, a field where the profile of women has hitherto been extremely low, the Government, in 1981, introduced a gendre-differential approach to public employee recruitment, whereby a portion of the Grade 9 (entry level) posts were reserved for women. With the rapid increase in the number of women wishing to enter public service during the most recent decade, supported by their rising educational standards, the special approach proved to be counter-productive as for as women were concerned.

61. Accordingly, in 1989, the Government abolished this approach, except where its application is unavoidable, such as certain sectors of the military and law enforcement. As a result, the proportion of newly recruited women at the Grade 9 level increased to 30.3% in 1990, 43.3% in 1991 and 40.7% in 1992 whereas it had remained at around the 10% level in the previous years. The real number of women recruited into public service increased by 41,894 persons between 1989 and 1992.

62. A good number of the new female public employees has been assigned to the various posts within the 15 Family Welfare Bureaus and the 184 Family Welfare Divisions of the city, county and district level administrations mentioned elsewhere.

63. Until 1992, there was only one woman among the 23 members of the cabinet. With the inauguration of a new civilian government in 1993, three women were appointed as Ministers: Health and Social Affairs, Environment and Political Affairs (II). The Vice Minister of Political Affairs (II) is also a woman.

<2> Special Legal Provisions for Protecting Working Women

64. The current Labour Standards Act contains special maternity protection provisions as follows:

- Prohibition against hiring women for morally harmful, unhealthy or dangerous work (Article 51);
- Prohibition against women from working in mines (Article 58);
- Prohibition, in principle, against night work by women (10 p.m. to 6 a.m.) and working on holidays (Article 57);
- Paid menstruation leaves (Article 59) and 60 days of paid maternity leave (Article 60 Item 1);
- Light workload for pregnant women and prohibition against their overtime work (Article 60 Item 2);
- Nursing break for working mothers with an infant (uner age 1), twice a day, over 30 minutes each time (Article 61);
- Provision of transportation fees for dismissed employees to return to their provincial homes if they choose to do so within 14 days of dismissal (Article 62); and
- Prohibition against dismissing a woman during the period of a legally provided leave plus 30 days (Article 27 Item 2).

Article 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women:

65. The following measures have been taken by the Government to eliminate socio-cultural factors generating fixed notions vis-a-vis gendre roles and perpetuating male superiority over women:

Inculcation of Gendre Equality as a Norm

66. As part of a broader Government effort to breakdown the traditional and irrational prejudices against women, various public sector training institutions have engaged in a series of training activities for public employees at all levels. In 1991, 4,905 persons underwent such training in 27 separate courses while, in 1992, 3,529 persons received training in 31 courses. At present, the seven national training institutions have established training courses designed to sensitize public employees on women's issues as an integral part of their respective curricula.

67. Concurrently, in 1992, the Government developed a training programme aimed at cultivating and utilizing women's potentials in various sectors of endeavour and distributed the programme to 44 adult education agencies throughout the country, with the effect of vitalizing training activities for women on the part of all sectors and organizations concerned.

68. In support of the above training efforts, some cities and provinces (Seoul and Taegue Cities and South Chulla and North Choongchung Provinces, etc.) have begun to operate Lecturer Banks to secure well-qualified lecturers and speakers. On average, each Lecturer Bank manages 60-70 qualified persons. As of 1992, a total of 450,000 persons received training in 2,505 separate lectures.

69. A fair amount of audio-visual materials, including movies, video tapes and slides, have been developed and distributed by the Korean Women's Development Institute for the purpose of impacting a broad range of the public in a short time. Eight movies, 12 video tapes and five sets of slides have been produced since 1984. All Women's Centers under the city and provincial administrations have been supplied with these materials and, as of 1992, the instances of renting them out to various groups and organizaztions numbered 10,800.

Eliminating Gendre Discrimination in the Mass Media

70. In 1991, the National Film Prodution Center produced a seven-minute public information film under the title "Women's Status: What Have Changed?" and distributed it to all movie theaters for projection on their screens. The Government collaborates closely with the Broadcasting Committee, established in accordance with the Law on Broadcasting, in order to effectively redress instances of gendre discrimination in the mass medea. The Committee set down regulations governing the mass media in 1988 and radically revised them in 1992 to ensure that the Committee's supervision over the media is fair, due process is observed and all people are accorded equal respect regardless of their occupational and educational backgrounds. In 1985, the Committee took the special step of warning all broadcasting establishments to refrain from projecting images harmful to the dignity of women and, in 1990, launched an Audience Grievance Committee to allow, among others, the general public to monitor the media contents and to demand redress. The Korea Broadcasting Company (KBS), a Government-subsidized establishment, for its part, began, in 1990, at the suggestion of the Ministry of Political Affairs (II), a televised campaign to transform the public perception of women.

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

71. To realize an egalitarian society where both men and women can maximize their potentials, the Government has been carrying out training programmes to remove gendre-biased notions on the part of the Korean people in general and public employees in particular. Some of the details have been presented under Article 5 (a) "Inculcation of Gendre-Equality as a Norm." In this connection, the Government has made special efforts to promote public understanding of the importance of motherhood in the context of increasing women's participation in the economy and in voluntary activities, and strives to help establish the notion of gendre inter-dependence and the necessity of a close partnership between the gendres in development.

72. Along the same vein, the Government is in the process of reviewing the possibility of expanding the maternity leave system.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

Laws Prohibiting Prostitution

73. The Republic of Korea prohibits prostitution and sexual exploitation of women by law. The Law Prohiting Prostitution enacted in 1961, and the current criminal laws stipulate punishment for trades in human beings. Korea entered the Convention for the Suppression of the Traffic in Person and of the Exploitation of the Prostitution of Others in 1962 and, in 1969, in a concrete step to apply it within the country, the Government established the National Committee for the Guidance of Prostitutes and endowed it with an investigative and/or research function with reference to the various aspects of female prostitution.

74. The Law Prohibiting Prostitution stipulates that nobody should engage in prostitution and provides legal grounds for establishing guidance shelters and vocational training facilities where the situation of prostitutes may be investigated and counselling and job training provided for their rehabilitation. It also stipulates a penalty of up to 30,000 won (US$38) and/or a brief detention for those who lure others in prostitution or engage in it themselves. A penalty of up to 500,000 won (US$625) or an imprisonment of up to 3 years is stipulated for panderers and those who offer facilities for prostitution. Further, a prison term of up to five years or a fine of up to one million won (US$1,250) will be placed on panderers who rely on threats, violence, deceipt and/or threat of dismissal from a legitimate job.

75. Article 5 Item 2 of the Law For Heavier Punishment of Specific Crimes stipulates a life term or up to five years of imprisonment for those who rape, induct and/or kidnap persons for human trade and otherwise traffic in persons for profit, depending on the severity of their acts.

Protection of Women in Prostitution

76. The Government has established and operates counseling centers for women in all the major cities of the country in order to prevent, and/or guide women away from prostitution.

77. Women, whom counselors in women's centers determine to be in need of protection, are sheltered for six months to one year at vocational guidance facilities where they receive vocational training and psychological counseling to prepare for their return to society as self-reliant members. In 1991, 22 vocational guidance facilities for women were in operation and 3,059 women received shelter care and rehabilitation services.

78. As of 1992, there were four vocational guidance facilities especially for prostitutes, including one half-way house, which provided rehabilitation services similar to those mentioned above. The operational status of those facilities is shown in Table 3.

<Table 3> Vocational Guidance Facilities and Services for Women in Prostitution

Year	No. of Facilities	Number of Women Discharged				Number of Present Inmates
		Total	Placed in jobs	Returned Home	Others	
1990	5	1,279	117	1,088	74	472
1991	5	1,357	155	1,121	81	428
1992	4	1,124	113	958	53	249
1993.6	3	482	60	363	59	380

Source: Ministry of Health & Social Affairs, Unpublished Data, 1993.

Policies to Root Out Sexual Violence

79. The Government formulated "Comprehensive Measures to Root Out Sexual Violence" and directed the nine Ministries concerned to undertake the necessary work activities. The major of such activities now under way include:

- Strengthening gendre-sensitive education at the elementary, middle and high school levels. (Ministry of Education)
- Establishing and operating temporary shelters for the female victims of sexual violence (Ministry of Health and Social Affairs)
- Establishing counselling centers to assist female workers involved in sexual violence at business/industrial establishments with 100 or more women mployees. (Ministry of Labour)
- Strengthening the regulations on mass media to prohit inclusion of sexually provocative and/or violent contents. (Ministry of Culture and Sports)
- Expanding counselling units within the public security infrastructure (police) to provide legal aid to women. (The Police Bureau)
- Support to women's organizations carrying out activities to root out sexual violence. (The Ministry of Political Affairs (II))

80. The Government began formulating a special law to prevent sexual violence in 1992 and, in January 1994, the Law for Punishing Sexual Offenders and Protecting Victims of Sexual Assault passed the legislature. This law recognizes the duty of the State to prevent violent sexual crimes from occurring and to protect the victims of such crimes. It specifically requires the establishment of counselling centers and shelters for the victims of sexual violence, as well as the establishment of institutional mechanisms to protect such victims in the process of criminal investigation.

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on Equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

Women's Voting Rights and Electoral Eligibility

81. Article 24 of the Constitution stipulates that "All citizens shall have the right to vote under the conditions as prescribed by law", and Article 25 stipulates that "All citizens shall have the right to hold public office under the conditions as prescribed by law". Thus, the Constitution does not in any way restrict women from participating in the electoral process either as voters or candidates for public offices. All men and women 20 years or more in age are entitled to exercise voting rights; all men and women 40 or more years of age are qualified to be candidates for the Presidency; and all men and women aged 25 or more years are qualified to stand for election as Representatives to the National Assembly.

Women Voters

82. At the time of the 14th Presidential election of December 1992, the total number of voters stood at 29,422,658 and 14,923,300 or 50.7% of them were women.

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government:

The Legislature

83. There were eight congresswomen (2.9%) among the 276 representatives in the 12th (1985-88) National Assembly, six (2.0%) among the 299 representatives in the 13th (1988-92), and 4 (1.4%) among the 296 representatives in the 14th (1992-96). <Table 4>

<Table 4> Number of Representatives in the National Assembly

Assembly	Total Number of Reps	Congresswomen		Elected Congresswomen	
		Total No.	%	Number	%
12th(1985-88)	276	8	2.9	2	0.7
13th(1988-92)	299	6	2.0	0	0
14th(1992-96)	296	4	1.4	0	0

Source: KWDI, White Paper on Women, 1991.
The Central Election Management Commitee, Unpublished data, 1993.

84. At the first local assembly election held in 1991, forty women were elected to the small district local assemblies, and eight women to the large district assemblies, which accounted for only 0.9% of all the local assembly representatives. The fact that 28.4% of the women who stood for election for the local assemblies were elected, however, bode well for Korean women's future in politics. <Table 5>

<Table 5> Number of Local Assembly Women

(Persons, %)

	Total Reps.	Women Reps.	Ratio of Women Reps.
Small Assmembly	4,304	40	0.9
Large Assmembly	866	8	0.9
Total	5,191	48	0.9

Source: The Central Election Management Committee, Unpublished data, 1993.

The Executive Branch

85. The new government that took office on 25 February 1993 expanded participation of women in national decision-making at high levels of the government. The specifics are as presented under Article 4 "Spcial Measures for the Advancement of Women".

86. As on 31 December 1992, the number of government officials in the Executive Branch totalled 871,527 and women among them numbered 219,845 or 25.6%. Female high-level general officials above Grade 5 (Assistant Director) totalled 492 or 1.9% of all the officials at those levels. <Table 6>

<Table 6> Women Civil Servants by Class/Category (1992)

(Persons, %)

	Total Female Government Employees		Female National Government Employees		Female Local Government Employees	
	No.	Ratio	No.	Ratio	No.	Ratio
General	42,580	15.9	11,376	11.4	31,204	18.5
(1-5th)	(492)	(1.9)	(212)	(1.7)	(280)	(2.2)
(6-9th)	(41,181)	(17.8)	(10,518)	(13.8)	(30,663)	(19.8)
(Research/ Guidance)	(907)	(7.5)	(646)	(5.9)	(261)	(21.0)
Technical	40,649	22.3	20,933	25.7	19,716	19.6
Excepted	5,396	33.0	652	15.7	4,744	38.9
Temporary	4,210	38.4	3,158	86.8	1,052	13.3
Special	127,009	33.5	126,895	34.7	114	0.8
Political	1	0.9	1	0.9	-	-
Total	219,845	25.6	163,015	29.4	56,830	18.8

Source : Ministry of Goverment Administration, Annual Report, 1993.

The Judiciary

87. Of the total of 9,089 judiciary sector employees in 1992, 1,955 or 21.5% were women. The proportion of women in this sector has been rising steadily and, at present, 42 or 3.7% of the 1,133 judges in the country are women. <Table 7>

<Table 7> Civil Servants in Judiciary Functions

(persons, %)

	Total	Female	Female Ratio
1987	7,886	1,568	19.9
1992	9,089	1,955	21.5

Source: Ministry of Government Administration, Annual Report, 1988 & 1993.

88. By a 1992 count, there were altogether 2,600 lawyers in the country and 29 or 1.1% of them were women. In recent few years, however, the number of women passing national examination for legal practice has been increasing rapidly so that the female representation in the country's legal profession is expected to rise significantly in the near future.

Women in the Various Government Committees/Commissions

89. There are numerous committees and commissions from which the Korean Government seeks advice at the presidential, prime ministerial or ministerial level. In order to increase the number of women in those bodies and thus expand their participation in national decision-making, the Ministry of Political Affairs (II) has developed a concrete course of action which, in 1993, included the compilation and distribution to the various government ministries of a roster of 4,700 women qualified to serve on their committees.

90. In 1988, the rate of female representation on the various committees did not exceed 5.5% but in 1990 it had increased to 9.0%. The Government plans to increase it to 15% by the year 2000. <Table 8>

<Table 8> Number of Women in Government Commissions/Committees

(Persons, %)

	Total	Female	Female Ratio
1984	7,071	156	2.2
1988	10,645	585	5.5
1990	11,374	1,019	9.0

Source: KWDI, White Paper on Women, 1986.
Ministry of Political Affairs (II), Status of Women's Participation in Government Commissions/Committees, 1988 & 1991.

Political Parties

91. As for female participation in the political parties, in 1992, 56.3% of the total membership of 3.6 million of the Democratic Liberal Party (ruling party) were women while 54% of the total membership of 1.2 million of the Democratic Party were so. As in January 1993, the Democratic Liberal Party had 6,800 voting representatives to its general assembly and 540 of them or 7.95% were women. In the same year, the Democratic Party had 5,900 voting representatives to its own general assembly and 800 of them or 13.6% were women. There were four women among the former's 52 executive members (7.7%) and three women among the latter's 60 executive members (5.0%). Each party is currently in the process of redrafting its constitution to allot a certain percentage of the party offices to women.

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Non-Governmental Women's Organizations

92. Women's organizations have the common goal of advancing women's status in society, protecting their rights and interests and contributing to the progress of their country. To that end they undertake activities in keeping with the purposes and philosophy of their respective organizations, which usually co-incide with women's self-development and empowerment concerns, creation of wholesome family life, awareness-raising in the areas of consumerism, environment, social participation through voluntary service, and international exchange and fellowship. As of 1993, there were approximately 2,200 active women's organizations in the country.

93. Of late, the women's organizations are well on the way to strengthening their functions vis-a-vis technical cooperation among their respective membership, expansion of women's political participation, exchange with women's organizations in other countries and with international women's organizations, etc. and are gradually turning into expert bodies in their chosen fields. The Government extends substantive support to women's organizations which are active in areas where its direct intervention is either not possible or desirable and, thus, seeks to promote women's participation in a wide range of national life.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

94. The Government has included women in the various official delegations, such as to the United Nations General Assembly, ECOSOC and other international fora in the past and plans to increase the ratio of their representation as much as possible. The major international fora in which women took part as part of the Government delegations in 1993 include the 48th General Assembly, ECOSOC, the Executive Committee of UNICEF, the APEC Summit Conference, the Drug and Narcotics Commission and others. The Republic of Korea was a co-sponsor of the resolution adopted at the 47th General Assembly (1992) urging the United Nations Secretariat to raise female representation among its staff members and is currently formulating a plan to identify and train women specifically for international cooperation and participation purposes.

95. As in December 1992, there were 32 women occupying foreign service posts in the Government. They represented 2.7% of the total foreign service personnel. <Table 9>

<Table 9> Women in Foreign Service

(Persons, %)

	Total	Female	Female Ratio
1986	1,005	15	1.5
1992	1,193	32	2.7

Source: Ministry of Goverment Administration, Op. cit., 1987 & 1993.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

96. This Article has been reserved from ratification becouse it conflicts with the provisions of the Nationality Act of the country. However, the Act is currently under review for the possibility of according women rights to choose their own nationality independently of their spouses.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas: this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training:

97. Article 31 of the Constitution, by making explicit the duty of the State to accord men and women equal education opportunities, provides grounds for institutional and legal guarantees for gendre-equal education. According to Article 81 of the Education Act, every citizen is entitled to equal education according to their capacities and regardless of their gendre. In keeping with these legal mandates, elementary education has been compulsory since 1968 and, from 1984, the middle school education is also in the process of becoming compulsory by stages.

98. To go by 1990 count, on average, Korean women had 8.6 years of education and Korean men 10.06. Compared to the 1985 status wherein women had 7.6 years of education and men 9.7 years, the 1990 figures represent increases of one year for women and 0.36 year for men.

School Enrollment Ratio for Girls

99. Between 1985 and 1992, almost all Korean children of school age were enrolled in primary schools and there was no apparent gender gap in this regard. As of 1992, more than 90% of the primary school graduates proceeded to middle schools and there again was no gendre gap. As for high school enrollment, 75.5% of female middle school graduates went on to high school in 1985, while 87.9% of them did so

in 1992. Of the female high school graduates, 14.8% proceeded to institutions of higher learning in 1985 and 19.4% in 1992, showing a marked improvement in the enrollment ratios of female students at various levels during the period under consideration. <Table 10>

<Table 10> Enrollment Ratio

(%)

		Primary Sch.	Middle Sch.	High Sch.	Inst. of Higher Edu.
Total	1980	102.9	95.1	63.5	11.8
	1985	100.0	100.1	79.5	25.0
	1992	101.5	97.0	89.2	29.6
Female	1980	103.7	92.5	56.2	5.8
	1985	100.1	99.6	75.5	14.8
	1992	102.1	97.4	87.9	19.4

Source: Korean Education Development Institute (KEDI), Education Indicators of Korea, 1992.

School Attendance Ratio for Girls

100. The trends to date have been for both female and male students to attend schools in equal proportions up to the middle school (compulsory) level. But in the non-compulsory high school and university or college attendance ratios, the female portions have been increasing more rapidly, indicating an improved female access to educational opportunities in the wake of the country's recent economic growth and development. <Table 11>

School Completion Ratio for Girls

101. In 1992, the school completion ratios were 98.9% for both sexes at the primary level, 98.9% for males and 97.9% for females at the middle school level, and 94.5% for males and 96.7% for females respectively at the high school level. Most students, once they enter a particular level of education, graduated from it. There was no serious gender gap in this regard. <Table 12>

<Table 11> Student Attendance Ratios by the Level of Schools

(Thousand persons, %)

		1980	1985	1992
Preschool	Total	66	315	450
	Female	30	148	214
	Female Ratio	45.2	47.1	47.5
Primary School	Total	5,658	4,857	4,560
	Female	2,745	2,357	2,205
	Female Ratio	48.5	48.5	48.3
Middle School	Total	2,472	2,782	2,336
	Female	1,161	1,342	1,136
	Female Ratio	47.0	48.2	48.6
High School	Total	1,697	2,153	2,126
	Female	722	992	1,012
	Female Ratio	42.6	46.1	47.6
Collige & Univerrsity	Total	616	1,278	1,608
	Female	148	367	509
	Female Ratio	24.0	28.7	31.7

Source: KEDI, Op. cit, 1992.

<Table 12> School Completion Ratios by the Level of Schools

(%)

	Middle School		High School		Inst. of Higher Edu.	
	Total	Female	Total	Female	Total	Female
1980	94.1	98.4	94.4	98.4	94.4	98.4
1985	96.8	100.0	92.0	94.7	92.0	94.7
1992	98.9	97.9	94.5	96.7	89.4	94.0

Source: KEDI, Op. cit, 1992.

Women's Participation in Institutions of Higher Education

102. As of 1985, the number of students in institutions of higher education numbered 1,277,825 and females made up 28.7% of the total. As of 1992, the total increased to 1,608,005 and females accounted for 31.7%.

103. By fields of major, in 1985, 23.5% of the female students in colleges and universities were in education, 19.9% in natural science, 19.0% in liberal arts and 14.6% in social sciences. In 1992, the distribution changed to 26.4% in natural science, 19.3% in social science, 17.5% in liberal arts and 14.4% in education,

showing a marked shift of interest on the part of women toward the science frields, particularly natural science. <Table 13>

<Table 13> Number of College/University Students by Fields of Major

(Thousand persons, %)

		Total	Humani-ties	Social Sciences	Natural Sciences	Arts/ Physical	Medical/ Pharmacy	Teach. Profes.	Others
Total	1980	602	50	111	293	32	38	68	10
	1985	1,278	170	326	483	80	78	141	
	1992	1,608	188	396	697	120	96	112	
Male	1980	457	34	99	250	11	22	34	7
		(100.0)	(7.5)	(21.6)	(54.8)	(2.4)	(4.8)	(7.4)	(1.5)
	1985	911	101	272	410	33	41	55	
		(100.0)	(11.1)	(29.9)	(45.0)	(3.6)	(4.5)	(6.0)	
	1992	1,098	98	297	562	51	50	39	
		(100.0)	(9.0)	(27.1)	(51.2)	(4.7)	(4.5)	(3.5)	
Female	1980	145	15	12	42	21	16	35	3
		(100.0)	(10.7)	(8.6)	(29.3)	(14.3)	(11.1)	(23.9)	(2.2)
	1985	367	70	54	73	48	37	86	
		(100.0)	(19.0)	(14.6)	(19.9)	(12.9)	(10.1)	(23.5)	
	1992	510	89	98	135	68	46	74	
		(100.0)	(17.5)	(19.3)	(26.4)	(13.4)	(9.0)	(14.4)	

Source: Ministry of Education, Statistical Yearbook of Education, 1980, 1985 & 1992.

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality:

Female Teachers at Various Levels of Schools

104. The number and proportion of female teachers have been on the increase every year at all levels of education, but particularly at the primary and middle school levels. Specifically, in 1985, 43.1% of the primary school teachers were female, as were 38.5% of the middle school teachers, 19.6% of the genneral high school teachers and 21.4% of the vocational high school teachers. In 1992, 52.7% of the primary school teachers were female, as were 48.3% of the middle school teachers, 21.8% of the general high school teachers and 25.4% of the vocational high school teachers. <Table 14>

<Table 14> Number of Female Teachers

(Persons, %)

	Primary Sch.		Middle Sch.		Gen. High Sch.		Voc. High. Sch.		Ins. Higher Ed.	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
1980	119,064	43,792 (36.8)	54,858	18,010 (32.8)	27,480	4,734 (17.2)	23,468	3,995 (17.0)	20,900	3,270 (15.6)
1985	126,785	54,500 (43.1)	69,553	26,808 (38.5)	40,040	7,853 (19.6)	29,506	6,328 (21.4)	33,895	5,967 (17.6)
1992	138,880	73,195 (52.7)	95,330	46,019 (48.3)	57,358	12,486 (21.8)	38,984	9,888 (25.4)	46,864	9,618 (20.5)

Source: KEDI, Op. cit, 1992.
Note : In parentheses are female ratios.

Heads of Schools

105. The number of women heading educational establishments at various levels is still small but has been on the rise. As of 1985, 280 or 2.8% of the total 10,022 persons in charge of primary, middle and high schools were women. In 1992, the number increased to 406 or 4.1% of the 10,030 persons in such positions. In the same year, there were 267 heads of universities and colleges and 22 or 8.2% of them were women. <Table 15>

<Table 15> Number of Heads of Schools

(Persons, %)

	Primary Sch.			Middle Sch.			High Sch.			Ins. Higher Ed.		
	T	F	F/T	T	F	F/T	T	F	F/T	T	F	F/T
1980	6,448	115	1.8	1,745	66	3.8	1,207	57	4.7	581	38	6.5
1985	6,512	122	1.9	2,014	98	4.9	1,496	60	4.0	869	52	6.0
1992	6,113	187	3.1	2,246	155	6.9	1,671	64	3.8	267	22	8.2

Source: KEDI, Op.cit, 1992.

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods:

Coeducation

106. Coeducation is fairly wide-spread in Korea. As of 1992, all elementary schools were co-educational, and 55.1% of middle schools and 40.5% of high schools were so also. The Government, by policy, encourages all middle and high schools being newly established to be co-educational.

Revisions of Curricula and Teaching Materials

107. The Government has made it its policy to remove gendre bias from the curriculum structure, textbooks and other teaching materials, and from career guidance processes, as part of the Sixth Five-Year Economic and Social Development Plan (1987-1991). Some of the specific features of the revisions included:

. Integration of the technical and home management subjects at the middle school level and requiring both sexes to participate in the integrated course.
. Removal from the text books published since 1987 contents prejudicial to women, such as discriminatory depictions of gendre roles and women's status, and balancing the male and female representations in the illustrations.

Introduction of Gender Equality in Education

108. The Government took steps to abolish gendre-exclusive admission practices on the part of certain educational institutions.

109. As a result, it is now possible for female students to enter colleges and universities previously inaccessible to them, i. e. the Technical College (since 1987), the College for Tax Administration (since 1988), the Police Academy (since 1989), the Railway Junior College (since 1990), and Agricultural Cooperative Junior College (since 1991). At the time of this writing, only the military academies still adhere to their male-only status.

110. In an effort to break down the gendre-biased pattern of school advancement and career preparation of the past, the Government developed a career education programme for middle and high school girls and distributed a Manual for Career Guidance of Middle and High School Girls to all career guidance teachers. It also provided sensitization training to the principals and supervisors of all elementary, middle and high schools in order to promote their support of the Government effort in the subject area.

(d) The same opportunities to benefit from scholarships and other study grants:

Scholarships, Tuition Reductions and Exemptions

111. In 1985, there were 196,995 scholarship recipients among the middle and high school students and, in 1992, the number increased by 2.5 times to 371,458. The beneficiaries of tuition reduction or exemption measures numbered 749,913 in 1985 and the number decreased to 693,336 in 1992. These figures cover both female and male students, however, and were not amenable to gendre breakdown. At the college and university levels, 5.4% of the total female students received scholarships, whereas only 4.1% of the male students did so. With regards to tuition reduction or exemption, the percentage of female students benefiting from the provisions, at 36.4% in 1992, was higher than that for the male students which stood at 27.8% in the same year.

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

Illiterates

112. Since the legislation of the Education Act in 1949, primary school education has been compulsory and, subsequent to 1970, the enrollment ratios at the elementary level has consistantly exceeded 100%. Both urban and rural literacy rates may therefore be assumed to be nearly 100%. However, to go by UNESCO estimate, the illiteracy rate among Koreans aged 15 years or more was 3.7% in 1990. Gendre-specifically, 6.5% of the women aged 15 years or more and 0.9% of the men in the same age category were illiterate.

Lifelong Education

113. The Republic of Korea has an extensive system of adult education for school drop-outs of all ages and sexes. Adult education for women in particular are designed to overcome the limitations of formal education and to respond to newly emerging education needs of women in pursuit of self-development and social participation.

114. Among the education programmes for women who dropped out of school are those provided by the University on Air or the Correspondence College, the Open University, the Self-Education System introduced in 1990, the occupationl training programmes for working women and the life-long education programmes provided by numerous educational institutions and service organizations. The last has mostly to do with leisure activities, culture, and skills training, and includes programmes carried out by government-supported agencies and organizations such as the Women's Centers and Women's Welfare Centers, univerisity-affiliated institutions, school-based classes for housewives and cultural centers.

115. As in June 1993, 45 government-supported welfare facilities were providing vocational guidance and lecture programs of general interest. The capital city of Seoul has been operating cultural colleges for women on a standing basis since 1982, offering three-months courses at 14 different facilities including the District People's Centers. In 1992, there were 10 or more univeristy-affiliated life-long education centers and more than 2,000 persons have been coming out of their education programmes every year.

116. The school-based classes for housewives, under the jurisdiction of Ministry of Education, seek to increase mothers' understanding of their children, school education and parental roles in school education, as well as help cultivate their interest in leisure activity. 917 classes were in operation in 1985 covering 172,691 participants and, in 1991, 1,041 classes were open with 197,441 participants.

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely:

117. The 1992 female drop-out rates (including expulsion and leave of absences) at the middle and high school levels were 0.8% and 2.3% respectively and those were lower than the male drop-out rates at the same levels, which stood at 1.0% and 3.1% respectively. Education programs for female school drop-outs are as mentioned under Article 10 (e).

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Family Planning

118. Korea has successfully carried out a nation-wide family planning scheme as part of its national development plans since 1960. As a result, the rate of natural population increase dropped from 3.0% in 1960 to 0.96% by 1992 and the crude birth rates fell from 6.0% in 1960 to 1.6% in 1990. In the face of such marked slowdown in the rate of population growth, family planning in Korea is now at a cross-road where decidedly qualitative solutions to population issues need to be adopted.

119. Since 1989, the Government has attempted to redirect family planning through reduced supply of contraceptives, improved services to the participants in family planning and provision of information and education to autonomous contraceptive users.

120. A review of contraceptive usage indicated that, while an increasing number of men resorted to contraceptive methods, a decreasing number of women did so. <Table 16>

121. In 1992, for the first time since the introduction of family planning in Korea, the gendre-differential participation ratios turned 55%:45% in favour of men. This has come about because of a broader public awareness of the relative seriousness of side effects of contraceptive measures taken by women.

Policies for Family Health and Welfare

122. Policies for family health and welfare include various social security provisions, maternal and child health programmes, child care programmes, etc. The details regarding social security measures will be covered under Article 13 (a), as those on maternal and child health programmes and child care activities will be detailed under Article 12 (b) and Article 11-2 (c).

<Table 16> Rate of Family Planning Practice by Contraceptive Modes

(%)

	1982	1985	1988	1991
Permanent Modes:	28.1 (19.1)	40.5 (57.5)	48.2 (62.5)	47.3 (59.6)
Female (Sterilization)	23.0 (40.2)	31.6 (44.9)	37.2 (48.2)	35.2 (44.5)
Male (Vasectomy)	5.1 (8.9)	8.9 (12.6)	11.0 (14.3)	12.0 (15.1)
Temporary Modes:	29.6 (50.9)	29.9 (42.5)	28.9 (37.5)	32.1 (40.4)
Female	22.4 (38.8)	22.7 (32.2)	18.7 (33.5)	21.9 (27.6)
Male	7.2 (8.6)	7.2 (10.3)	10.2 (13.2)	10.2 (12.0)
Total	57.7 (100.0)	70.4 (100.0)	77.1 (100.0)	79.4 (100.0)
Female	45.4 (78.7)	64.3 (91.3)	55.9 (72.5)	57.2 (72.1)
Male	12.3 (21.3)	16.1 (8.7)	21.2 (27.5)	22.2 (27.9)

Source : Ministry of Health & Social Affairs, Family Health Reference Data, 1989.
Korea Institute for Health and Social Affairs, Family Formation and Patterns of Child-Birth in Korea, 1992.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same right, in particular:

(a) The right to work as an inalienable right of all human beings;

123. Article 32 Items 1 and 2 of the Korean Constitution stipulates that all citizens shall have both the right to and obligations for work and Item 4 of the same Article provides for special protection of working women such as not to be subject to unjust terms of employment, including in wages and working conditions. This Constitutional tenet is reflected in the country's Labour Standards Act, Labour Union Act and other labour legislations stipulating gendre equal employment opportunities and conditions.

124. Article 5 of the Labour Standards Act prohibits discriminatory treatment of workers on the basis of gender and thus uphold the egalitarian principles cotained in the Constitution. Chapter 5 of the same Act stipulates various protective measures for working women. Further, the Equal Employment Opportunity Act, first legislated in 1987 and revised in 1989, provides for the welfare and maternity protection of working women. The details of this Act have been presented under Article 2 (b) of the present report.

125. On 9 December 1991, the Republic of Korea became a member of the International Labour Organization (ILO), the only United Nation's organ among its 16 bodies and agencies of which the country had not been a participant previously. With its entry into the ILO as a starting point, Korea has been ratifying the various ILO Conventions, Treaties and Accords in stages as determined by the International Labour Council composed of representatives of labour, management and the Government with a view to protecting the rights of workers at home and to become an active participant in the numerous events taking place on the stage of

International labour relations and diplomacy and to contribute in them as is appropriate for the country's socio-economic status.

Economically Active Female Population

126. As of 1992, the economically active female population numbered 7.77 million, which was 1.79 million persons more than in 1985. The rate of female economic participation also increased from 41.9% in 1985 to 47.3% in 1992, showing a 5.4% increase during the intervening years. <Table 17> To consider age-specifically, the rate among the women of 15-19 years of age declined from 21.1% in 1985 to 17.4% in 1992, those among the marriable and child-rearing age group (25-34 years), 40-44 age group and 45-49 age group increased to 44.3%~47.9%, 60.5% and 61.0% respectively by 1992 from the 1985 rates of 35.9%~43.6%, 58.2% and 59.2%. Representing a M pattern, these figures indicate a high overal rate of economic participation by women. <Table 18>

<Table 17> Economically Active Population

(Thousand persons, %)

	Economically Active Population		Labour Force Participation Rate(%)	
	Male	Female	Male	Female
1980	9,020	5,435	73.6	41.6
1985	9,617	5,975	72.3	41.9
1992	11,615	7,770	75.3	47.3

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

<Table 18> Economically Active Population and Labour Force Paticipation Rate by Age

(Thousand persons, %)

	1985		1992	
	Population	Rate	Population	Rate
Total	5,975	41.9	7,770	47.3
15 - 19 Years	399	21.1	346	17.4
20 - 24	1,029	55.1	1,344	65.4
25 - 29	721	35.9	822	44.3
30 - 34	646	43.6	933	47.9
35 - 39	685	52.9	942	57.8
40 - 44	659	58.2	822	60.5
45 - 49	648	59.2	690	61.0
50 - 54	489	52.4	694	60.8
55 - 59	353	47.2	527	54.1
60 +	347	19.2	651	27.7

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Female Employment Status

127. Within an overall upward trend of employment, the number of employed women increased by 1,781,000 between 1985 and 1992. The ratio of female employees vis-a-vis that of male employees increased marginally from 39.0% in 1985 to 40.2% in 1992.

Female Employment by Sector

128. As of 1992, there were 4,304,000 women employees in the social overhead capital and services sector (56.6% of all female employees), 1,921,000 women in the mining and manufacturing sector (25.2%), and 1,384,000 women in the agriculture, forestry and fisheries sector (18.2%). These figures indicate a decrease in the number of women in the primary sector between 1985 and 1992 by 231,000, while showing increases in the secondary and tertiary sectors by 563,000 and 1,449,000 respectively during the same period. <Table 19>

<Table 19> Sectoral Employment by Gendre

(Thousand persons, %)

		1980	1985	1992
Primary Sector	Total	4,658 (34.0)	3,722 (24.9)	3,025 (16.0)
	Male	2,619 (31.0)	2,107 (23.1)	1,641 (14.5)
	Female	2,039 (38.9)	1,615 (27.7)	1,384 (18.2)
Secondary Sector	Total	3,095 (22.6)	3,654 (24.5)	4,828 (25.5)
	Male	1,918 (22.7)	2,296 (25.2)	2,907 (25.7)
	Female	1,178 (22.5)	1,358 (23.3)	1,921 (25.2)
Tertiary Sector	Total	5,952 (43.4)	7,559 (50.6)	11,068 (58.5)
	Male	3,926 (46.4)	4,704 (51.7)	6,764 (59.8)
	Female	2,026 (38.6)	2,855 (47.8)	4,304 (56.6)
Total	Total	13,706 (100.0)	14,935 (100.0)	18,921 (100.0)
	Male	8,462 (100.0)	9,107 (100.0)	11,312 (100.0)
	Female	5,243 (100.0)	5,828 (100.0)	7,609 (100.0)

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Note : In ( ) are female ratios.

Female Employees by Occupational Categories

129. 1992 data on the distribution of female employees by occupational categories indicated that the largest proportion of them were in manufacturing, comprising 22.7% of all female employees or 1,724,000 in absolute terms. Those in agriculture, forestry and fisheries numbered 1,381,000 or 18.1% of all employed women. They were followed by 1,345,000 (17.7%) in service industries, 1,330,000 (17.5%) in sales, 1,099,00 (14.4%) in clerical work, and 731,000 (9.6%) in professional, technical, administrative and managerial occupations. With reference to the professional/ technical/administrative/managerial and clerical categories, their 1992 proportions represent increases of 4.2% each over the corresponding figures of 1985 which had stood at 5.4% and 10.2% respectively. <Table 20>

<Table 20> Distribution of Women Employees by Occpation

(Thousand persons, %)

	1980		1985		1992	
Pro.,Tech.,Adm.,Managerial	185	(3.5)	317	(5.4)	731	(9.6)
Clerical	415	(7.9)	596	(10.2)	1,099	(14.4)
Sales	867	(16.5)	1,068	(18.3)	1,330	(17.5)
Service	630	(12.0)	992	(17.0)	1,345	(17.7)
Agri.,Fore.,Fisheries	2,039	(38.9)	1,608	(27.6)	1,381	(18.1)
Produc.,Trans.,Unskilled	1,106	(21.1)	1,248	(21.4)	1,724	(22.7)
Total	5,243	(100.0)	5,828	(100.0)	7,609	(100.0)

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Women in Part-Time Employment

130. By 1992 count, 1,087,000 women or 16.2% of total female employees worked on part-time or daily bases. <Table 21> A majority of them were service workers typically employed as domestic help, nursing aid, cook, wall-paper plasterer, sales lady, etc.

131. In support of the above and other low-income female workers, the Government plans to offer training programmes designed to upgrade their job skills and capabilities.

<Table 21> Proportion of Female Employees on Part-Time and Daily Bases

(Thousand persons, %)

	1986			1992		
	Total	P-T.Daily Wkr (A)	(A)/Total Fem Wkr	Total	P-T.Daily Wkr (AA)	(AA)/Total Fem Wkr
Total	5,610	1,009	18.0	6,702	1,087	16.2
Construction	63	9	14.3	124	15	12.1
Wholesale,Retail	1,480	149	10.1	1,266	164	13.0
Manufacturing	1,187	95	8.0	1,340	143	10.7
Services	680	83	12.2	940	175	18.6
Financial	158	7	4.4	250	22	8.8
Trans.,Storage	56	1	2.8	74	4	5.4

Source: National Statistical Office (Economic Planning Board), Survey Report on Employment Structure, 1987 & 1993.

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment:

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training:

Measures for Gendre Equality in Employment

132. Article 6 of the Equal Employment Opportunity Act of 1987, as revised in 1989, clearly states that employers must provide equal opportunity to women in recruitment and hiring. Thus, employment related discriminations against women, which had long been beyond regulatory control even under the Labour Standards Act, are now subject to legal supervision and those in violation of the law's provisions are liable to prosecution as indicated under Article 23 of the Act.

133. Over several years subsequent to the passage of the above Act, the Government has carried out vigorous public information campaigns directed toward both the employers and their employees and, since 1990, provided active administrative guidance to all concerned. In the same year, many hospitals, private colleges and universities, hotels, etc. were scrutinized for possible violations of the law and obliged those in actual violations to rectify their practices. In 1991, adjudging the gendre-differentiated appropaches on the part of the banks to recruiting high school graduates as tellers, clerks, etc. to be in violation of the Equal Employment Opportunity Act, the banks concerned were asked to modify their approaches. In 1992, the Government reviewed the personnel regulations of 169 business/industrial establishments, including not only banks but secondary financial institutions and 30 or more conglomerates of the country and, as a result, all of them were led to take steps to change their personnel regulations and practices toward gendre equality. The Government plans to continue its endeavours in this area and shall be monitoring personnel practices of many business/industrial establishments with a view to eliminating gendre bias from them and oblige the

establishments with more than 100 employees to strictly conform to the requirements of the Equal Employment Opportunity Act by 1997.

Vocational Training

134. As an integral part of the Government's plan to expand employment opportunities for women, many vocational training programmes have been developed and made accessible to them. These programmes are available from three major sources: public training institutions, training arrangements established within the work place, and other authorized training establishments. With regards to the second source, it has been obligatory for business/industrial corporations with a certain number of employees to offer in-house education and training programmes. The authorized training institutions are those managed by legally recognized social welfare organizations, other non-profit organizations and individuals under government licence.

135. The institutions offering training to women numbered 136 (50.0%) out of a total of 272 such institutions in 1985 and 294 (71.5%) out of a total of 411 such institutions in 1992, indicating a marginal improvement. Table 22 shows the number of women who underwent training during 1980-1992.

<Table 22> Number of Trainees by Gendre and Type of Training Institutions, 1980-1992

(Persons, %)

		1980	1985	1992
Total	Total	104,480 (100.0)	55,385 (100.0)	178,864 (100.0)
	Female	25,594 (24.5)	9,057 (16.3)	29,791 (16.7)
Public	Total	31,131 (100.0)	22,583 (100.0)	26,131 (100.0)
	Female	1,246 (4.0)	924 (10.2)	2,415 (9.2)
In-House	Total	66,123 (100.0)	23,876 (100.0)	122,457 (100.0)
(Busi/Ind)	Female	21,258 (32.1)	4,388 (48.4)	19,827 (16.2)
Accredit.	Total	7,136 (100.0)	8,926 (100.0)	30,276 (100.0)
	Female	3,090 (43.3)	3,745 (41.4)	7,549 (24.9)

Source: Ministry of Labour, Women and Employment, 1981, 1986 & 1993.

136. Especially noteworthy among the above training acitivities was the establishment, in 1991, of the National Vocational Training Institute for Women at Ansung. At present, 450 women are undergoing training in six advanced business industrial skills fields such as precision measurements, electronics, machinery installation, dress design, precious metal craft and office automation.

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

Equal Pay for Equal Work

137. The Equal Employment Opportunity Act of 1989 stipulates in Article 6 Item 2 that "An employer shall provide equal pay for equal value of work within the same enterprise. The criteria on value-equal work are the degrees of technique, effort and responsibility involved, working conditions and other related factors in the process of work." Thus the equal pay for equal work principle has become a matter of law.

Household Labour

138. Assessing the ecomomic value of house work performed by wives is a matter of great importance not only for those who engage in it but for the workings of a country's economy as a whole. Until recently, however, it had not occurred to decision-makers of our societies, including economists and most housewives themselves, to attach market values to such work and, as a consequence, not only their economic contributions but their worth as human beings had tended to be grossly under-estimated. The Korean Family Law, as revised in 1990, by recognizing the right of women to a share in the family property at times of divorce even if the property may be in their spouses' name, while at the same time stipulating a joint responsibility on the part of both the husband and wife for family support, established for the first time in the country's history a legal ground for recognizing women's household labour as economic contributions assessable in market terms. In keeping with the tenet of that Law, the Inheritance and Gift Tax Act was revised in 1990 and again in 1994 to raise the ceiling of tax deduction for assets inherited or received in gift from the spouse. The Government is now preparing measures to reflect more concretely the new legal recognition of the economic value of household labour in pertinent tax and insurance-related laws and regulations.

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave:

Paid Leaves for Workers

139. Paid leaves for workers, as stipulated by the Labour Standards Act, are as follows:

- . Paid annual leave: 10 days. (Workers with more than 2 years of consecutive employment receive one additional day of paid leave per one additional work year up to a maximum of 20 days.)
- . Paid monthly leave: One day paid leave a month. (12 days a year)
- . Special Monthly Leave for Women: One day paid leave a month (12 days a year) during the menstrual period.
- . Maternity leave: 60 days of paid leave before and after child birth.

Social Security Rights

140. A number of social security measures are in force in Korea to enable employees and self-employed persons to meet risks arising from old age and illness or health hazards. The details have been presented under Article 13 (a).

141. Another important social security measure designed to cover risks of unemployment is currently under preparation with 1995 as the target year for its enactment.

Protection of and Support to Disabled Women

142. Taking into consideration the special circumstance of disabled women and to ensure their participation in all aspects of life, especially in education, employment, health care, social security and social and cultural opportunities, the Disabled Persons Welfare Act and the Act to Promote Employment of Disabled Persons were enacted in June 1981 and January 1990 respectively. Under these legislations,

disabled persons in the low-income brackets receive monthly livelihood allowances, prosthetic equipments and rehabilitation services free of charge. In all the provinces and major cities are the Welfare Centres that provide counselling and medical and educational services aimed at rehabilitation and occupational training.

143. Since 1991, all registered disabled persons are entitled to reduced train and subway fares and the employers with more than a certain number of employees are required by law to hire a percentage of disabled persons.

Protection of and Support to Elderly Women

144. As a consequence of the country's rising living standards and improved medical services, the proportion of the aged population increased to 2,144,000 or 5.0% of the total population in 1990 and 1,336,000 persons or 62.3% of the total were women. The aged population is expected to grow to 3,167,000 by the year 2,000 and the better portion of that population will be women.

145. In order to extend the necessary social and financial support to the olderly and sustain their status as fully integrated members of society, Korea has legislated two important laws. One is the Old Age Welfare Act of 5 June 1981 and the other the Employment Promotion for the Elderly Act of 31 December 1991. Based on these legislations, an Elderly Human Resources Bank was established in 1981 to promote efforts in providing jobs for the elderly. Along the same vein, since 1986, workshops for the elderly began their operation and serve as settings for their income generating activities. Also, since 1991, a monthly allowance of 15,000 won (US$19) is being paid to the low-income elderly throughout the country.

146. Other provisions for the elderly include: 50% reduction in raiway fares (since 1980); free access to bus and subway transports, parks, historical sites, etc. (also since 1980); and parental support allowances to all categories of public employees living with aged parents (since 1987). The Government has been encouraging the private sector to follow suit and the response has been positive though limited in scope so far. In the health sector, numerous free diagnostic and therapeutic services are available for the low-income elderly under both the public and private auspices.

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

147. Relevant information on the above has been presented under Artile 4 "Special Legal Provisions for Protecting Working Women."

148. An additional information of interest in the above connection is the construction of 8,604 apartment units for renting to single working women at low cost during 1985-1992. This measure had the effect of raising the level of their real wages and made it possible for the women to work out of secure and wholesome environment while at the same time protecting their future motherhood.

2. In order ro prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status:

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances:

149. Article 60 of the Labour Standards Act stipulates a 60 day maternity leave spanning child delivery and Article 27 Item 2 of the Labour Standards Act stipulates that women can not be fired during legally provided maternity leave periods. Further, the Equal Employment Opportunity Act stipulates, in Article 8, Item 2 that employers may not enter into contracts with women employees expecting them to quit on account of marriage, pregnancy or child birth. Article 11 Item 1 of the same Act also requires employers to grant their women employees unpaid leave of up to a year for child-care purposes should the latter request it. These legal provisions promote married women's employment security.

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities:

150. Since the legislation of the Infant and Child Care Act in 1991, facilities for the care of young children have increased rapidly under Government support. As of Septemper 1993, 149,000 young children were receiving day care and related services at 5,239 facilities of various categories. <Table 23> The Government subsidizes the child care service costs for children of families protected under the Livelyhood Protection Act and those of low-income families as spcified by the ordinance of the Ministry of Health and Social Affairs. For the children of families with a monthly income less than 700,000 won (US$875), 50% of the service charge is subsidized.

<Table 23> Child Care Facilities by Type

(Facilities)

	1991	1992	1993. 9
Public	503	720	804
Private	1,217	1,808	2,238
At Work Place	19	28	29
Child Care at Home Settings	1,931	1,957	2,168
Total Facilities	3,670	4,513	5,239
Number of Children Cared	(89,141)	(123,297)	(149,102)

Source: Minisry of Health & Social Affairs, Unpublished data, 1993.
Note : The figures include only those facilities that have been registerd with the concerned public authories.

151. Based on the revised Tax Exemption Act and Income Tax Enforcement Decree of December 1991, the child care service organizations receive indirect fiscal support. Further, the revised administrative regulations related to the Construction Act have relaxed restrictions on the construction of child care and other public

interest facilities and helped to spurt the country's child care service. The Government has also been providing direct subsidies toward the construction and operation of child care facilities as well as for the personnel, including the costs of their training. It is expected that by 1997 there will be a sufficient number of child care facilities to accommodate all or most children in need of day or temporary care outside the family. In the meantime, priority will go to the children of low-income families.

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

152. The Labour Standards Act protects pregnant women in particular by stipulating, in Article 60 Item 2 that working women in pregnancy must be assigned to light workload if they request it and cannot be expected to do over-time work.

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

153. In the public health sector, policies for women include mother-child health (MCH) projects, and medical insurance and assistance systems. Information on MCH projects and medial insurance and assistance systems have been dealt with under Article 12-2 and Article 13 (a) respectively. Thanks to those policies, health indicators for women and children have improved considerably in recent several years. Women's own health indicators as they stood in early 1990s were as follows :

Average Life Expectancy

154. Average life expectancy in Korea has been increasing every year and, in 1990, it was 71.3. The average life expectancy among Korean women, at 75.4, was longer than that among Korean men by 8 years.

Maternal and Infant Mortality Rates

155. The maternal mortality rate, as the number of maternal deaths per 10,000 children born, has declined from 4.2 in 1980, 3.4 in 1985 to 3.0 in 1992. The infant mortality rate, as the number of child deaths per 1,000 children under 12 months of age, has also declined from 36.8 in 1980, 13.3 in 1985 and 12.8 in 1992. <Table 24>

Birth Rates

156. Due to successful implementation of extensive family planning projects, the natural increase rate of population declined from 3.0% in 1960 to 0.96% in 1992, and the overall birth rates also declined from 6.0% in 1960 to 1.6% in 1990.

<Table 24> Infant & Maternal Motality Rates

(%)

	Infant (per 1,000 person)	Maternal (per 10,000 person)
1981	36.8	4.2
1985	13.3	3.4
1992	12.8	3.0

Source : Ministry of Health & Social Affairs, Yearbook of Health & Social Statistics, 1993.

Vaccination

157. Vaccination has been highly effective in Korea in preventing communicable diseases. With priority on the extention of immunization coverage for children, the Government carried out massive cost-free vaccination activities among, particularly, low-income communities. <Table 25> Currently, all young children and, as necessary, some school children receive BCG, diphtheria, whooping cough, tetanus DPT, oral polio vaccine, measles, German measles MMR, type B hepatitis vaccine, and the vaccine for Japanese encephalitis. Efforts are being made to maintain high vaccination rates. For children entering elementary schools, vaccination records are checked and those with incomplete records are required to complete immunization within 90 days of school entrance.

<Table 25> Immunization Activities Against Major Communicable Diseases

(Persons)

	1980	1985	1992
Diphtheria/Whooping Cough/ Tetanus DPT	1,465,512	1,936,512	2,135,453
Diphtheria/Tetanus	831,133	730,665	603,524
Polio	1,685,012	2,193,789	2,395,078
Measles, German Measles MMR	-	462,841	592,982

Source : Ministry of Health & Social Affairs, Yearbook of Health & Social Statistics, 1981, 1986 & 1993.

Measures for AIDS Victims

158. In 1992, there were 10 persons afflicted with AIDS and 245 HIV positive persons. Of those, three of the former category and 27 of the latter were women. <Table 26>

<Table 26> AIDS and HIV Positive Cases

(Persons)

	AIDS			HIV Positive		
	Total	Male	Female	Total	Male	Female
1985	-	-	-	1	1	-
1988	3	2	1	22	17	5
1989	1	-	1	37	35	2
1990	2	2	-	54	50	4
1991	1	-	1	42	38	4
1992	2	2	-	76	72	4
Total	10	7	3	245	218	27

Source : Ministy of Health & Social Affairs, Unpublished data, 1993.

159. In view of the rapid spread of AIDS throughout the world, the Government legislated the Acquired Immune Defficiency Syndrome (AIDS) Prevention Act in 1987 and has sought to identify the victims at an early stage and provide them with all the necessary medical and care support available.

160. The AIDS Act requires the State and the Local Governments to establish and implement plans to prevent the spread of the disease and to protect its victims and to disseminate information necessary for taking preventive measures by the public. It also places obligation on the part of the public to cooperate in the governmental efforts in the subject area, as it stipulates the obligation on the parts of all medical and health personnel to report the incidences of AIDS and to observe confidentiality regarding AIDS-related matters that they have come into contact in the process of their work performance.

161. The Government strives to disseminate as accurate information as possible with a view to guiding the public toward a healthy and risk-free life; systematically examines and monitors high-risk persons, such as those in the entertainment field and sea-going crews; and screens all blood donations. Persons affected with AIDS receive special care and treatment cost-free.

Protection and Management of Drug-Addicted Women

162. In view of the serious socio-economic implications of drug addiction, the Government is actively engaged in efforts to root out the problem. Strict control of drug traffic, identification and treatment of drug users, etc. are combined with sustained and mass-media based public education activities.

163. In the latter connection, 314,000 copies of posters, slogans, logos and booklets have been prepared and disseminated in 1992 and, in 1993, 200 additional issues of printed materials and videos have been disseminated through 850 radio and television stations throughout the country. Middle and high school students and employees in the entertainment field have received priority education.

164. With reference to medical measures, 22 new medical facilities, along with the necessary personnel, have been established for identifying and treating addicts and, by 1995, a comprehensive treatment center with 200 beds will be completed for the treatment and rehabilitation of addicts. These measures will benefit women, as well as men, suffering from drug addiction.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

MCH Projects

165. The Constitution stipulates, in Article 36 Item 3 that all citizens are entitled to governmental protection in health and, thus, guarantees equal opportunities for and equity in health services for all, including women.

166. Based on the resived Mother-Child Health Act of May 1986, the Government provides, among others, basic diagnostic services, basic immunization, metabolism tests for the new-born infants, and pre-natal and post-natal care. In the process, pregnant women are steered towards medically supervised deliveries. <Table 27> Further details of MCH projects are as follows:

. Early health diagnosis of mothers and infants registered with the Public Health Centers for the purpose of identifying and treating maternal and early childhood diseases. To those suffering from anemia, nutrition supplement tablets are provided cost-free.
. Universal immunization (D.P.T, D.T, M.M.R, Polio) to safeguard mothers and children from communicable diseases.
. Free metabolism tests for infants to prevent and/or identify hereditary abnormalities and thus to reduce the occurence of disability, followed by continuous monitoring and supervision as necessary.
. Registration of new-born children and comprehensive recorded management (MCH Hand Book) of their overall health status for the purpose of facilitating their health care by all qualified medical and health personnel.

<Table 27> Status of MCH Activities

(Persons)

	1980	1985	1992
Registration of Pregnent Women & Women with Infants	318,227	283,700	82,935
Registration of Infants	651,775	527,765	350,708
Child Delivery Assistance	-	17,685	3,632
Diagnostic Services to Pregnent Women & Women with Infants	-	-	35,011
Diagnostic Services for Infants	-	-	36,976
Basic Immunization (Cost-free)	-	17,418,000	5,780,000

Source: Ministry of Health & Social Affairs, Unpublished data, 1993

Abortion

167. The Criminal Code of the Repubic of Korea prohibits abortion and stipulates up to one year of imprisonment or a fine of up to 10,000 won (US$12) for the women concerned and for those who perform abortion. Exceptions are made in the cases specified in Article 14 of the Mother-Child Health Act. The exceptional cases are:

- Where one or both of the spouses carry genetic or hereditary deficiencies of either physical or mental nature which the Presidential decree stipulates.
- Where one or both of the spouses carry communicable diseases which the Presidential decree stipulates.
- Where pregnancy occurred as a result of rape or "quasi-rape".
- Where pregnancy occurred from relationships between parties who may not enter into marriage under the law.
- Where continuation of pregnancy and child delivery will endanger the life of the woman concerned.

168. The Government undertakes sex education projects for youths, including students and workers, in collaboration with local self-governing bodies and the Korean Planned Parenthood Federation (KPPF - a non-governmental public education and service organization) to establish sexual morality and provide guidance

for enlightened parenthood. It also makes efforts to prevent artificial abortion by distributing accurate knowledge on contraceptive methods, especially to members of the reserved army and civil defense corps members.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits:

169. A variety of social security measures protect the people against unanticipated risks in life and help maintain their minimum standards of living. The measures are as follows:

The National Pension Scheme

170. The National Pension Act, first proclaimed on 31 December 1986 and revised on 31 March 1989, aims at sustaining income in old age, illness and disability and at the death of breadwinners, based primarily on the contributions of the scheme participants themselves.

171. The scheme began its implementation on 1 January 1988 with the private business/industrial establishments employing more than 10 full-time workers as the initial sector for coverage and, in 1992, it was extended to establishments with more than 5 full-time employees.

172. With all the Korean nationals aged 18 through 60 as subjects, the scheme is designed to cover three major population groups: the formal sector employees whose subscription in the scheme is partially subsidized by their employers; the farmers and fisheries workers in the rural areas; and the voluntary but continuous independent subscribers among the urban informal sector. As of November 1993, there were altogether 5,127,000 subscribers (5,077,000 in the formal sector, 40,000 in the agricultural and fisheries sectors and 10,000 in the urban informal sector) and the scheme is run by the National Pension Management Corporation under the Ministry of Health and Social Affairs.

173. The National Pension allowances include Old Age Pension, Disability Pension, Survivor's Pension, and One-Time Lump Sum Payment. The first is payable to persons who contributed 20 years or more when they reach 60 years of age through the time of their death; the second to the disabled when disability occurrs and as long as the condition lasts; and the third to the survivors of the scheme participants who contributed more than a year.

174. The scheme will be extended to the agricultural and fisheries sector during the Five-Year Plan for the New Economy (1993-1997) and expects to become universal early in the 21st century.

Medical Insurance

175. The Medical Insurance Act, first legislated on 16 December 1963, saw its implementation by stages until, on 1 July 1989, its coverage became universal except for the 2,370,000 persons or so of low-income background who are eligible for the national Medical Protection (Assistance) instead.

176. There are three groupings of participants in the Insurance scheme: those in the employer-subsidized formal sector medical insurance unions; government officials and private school teachers or faculty members in the public employees' and educational employees' medical insurance unions; and farmers, fisheries workers and urban small businessmen in the regional medical insurance unions.

177. The Insurance provides two types of benefits. One is statutory and covers medical and rehabilitation costs stemming from or related to illness, injury, child delivery, recuperative nursing, etc. on the part of the insured and their dependents. The other is optional and covers the costs of prosthesis, child delivery allowances other than direct medical costs, and the share of the insured in compensation cases. Thus, the Insurance is a flexible scheme capable of adapting to the financial circumstances of the insured.

178. In the case of the medical insurance unions in the formal sector, the participants are charged monthly contributions at the rates determined by the unions themselves within the 3~8% bounds of the participants' monthly base salaries and

the employer is responsible for 50% of the contributions. In the public employees' sector, the share of the insured is 3.8% of the monthly base salary and the insured and the government contribute on 50-50 basis. In the private education sector, the insured contributes 50% of the premium, the school foundation 30%, and the government 20%. For farmers and fisheries workers in the regional insurance unions, the Government subsidizes 50% of the premium and the entire administrative/managerial costs in a special measure to reduce the burden of the rural sector in accessing medical care.

Medical Protection (Assistance)

179. The Medical Protection system was first introduced in 1977 to ensure that those unable to participate in the Medical Insurance, such as the recipients of Livelihood Protection benefits (public assistance) and others in poor financial conditions, could also receive adequate medical care. The system consists of two categories. Category One covers the recipients of public assistance either at home or in institutions, the victims of natural disasters, persons under the governance of the North Korean Repatriate Protection Act and their family members. The services available under this Category include medical treatment of illness or injury and child delivery service over a set period of time at designated medical facilities.

180. Category Two is for basically self-sufficient persons who nevertheless are unable to bear the extra financial burden of medical costs independently. The services available under this Category are the same as those under Category One except that the recipients are directly responsible for 20% of the costs involved. In 1993, there were 2,366,000 persons benefitting under the Medical Protection provisions.

181. To secure funds for the Medical Protection program, each city and province has established a Medical Protection Fund that draws from the national government treasury as well as from local sources.

Livelihood Protection Measure (Public Assistance)

182. The Government enacted the Livelihood Protection Act in 1982 to help maintain a minimum standard of living for the low-income group. The beneficiaries of this measure numbered 2,310,000 in 1988 (5.4 % of the total population) and 2,001,000 (4.5%) in January 1993, showing nearly one percent decline in the number of persons requiring public assistance, despite the yearly upward adjustments of the eligible level of income during the intervening years. Of the total beneficiaries of the measure, 64.8% were women in 1993, showing clearly the largely feminine composition of the poor.

183. The Livelihood Protection measure covers daily subsistence, medical expenses in the event of illness or accident, and education grants for children up to the secondary level.

Mother-Child Welfare Programes

184. The Mother-Child Welfare Act was enacted on 1 April 1989 to help support low-income female-headed families. Based on this law, the Mother-Child Welfare Committee was established at the national level and in every city and province by April 1991, and was charged with the responsibility of deliberating on the programes for fatherless families.

185. According to a survey on the status of fatherless families conducted by the Ministry of Health and Social Affairs, there were 244,710 persons in 75,889 fatherless families in 1989 but the number decreased to 170,561 persons in 55,772 fatherless families by 1992. Of interest in this regard is that the number of fatherless households under the protection of the Mother-Child Welfare Act has increased from 35,922 (54.6% of all mother-child families) in 1990 to 40,514 (72.6%) in 1992. <Table 28>

186. Under the Mother-Child Welfare Act, the fatherless families may receive protective care at the mother-child protection facilities over a period of three to five years, during which they are provided with livelihood and prepared for their eventual return to society as self-supporting social units. When the families leave the facilities, 1.5 million won (US$1,875) each is granted for establishing independent households. For those to whom the mother-child facilities are inaccessible for one

reason or another, or those whose capacity for independent living is weak after leaving such facilities, there are three mother-child self-support facilities where they are provided with free housing. As of 1992, the number of mother-child protection facilities was 39 and those receiving care in them 2,697. Since 1992, all fatherless families with incomes under a certain level have become entitled to low-cost and permanent rentals of apartments especially constructed for low-income families. Also, in 1993, the education grant that previously covered up to middle school, was extended to cover up to high school.

<Table 28> Mother-Child Protection Status

(Household, Persons, %)

	1989	1990	1991	1992
Target Housholds	75,889	65,755	58,922	55,772
Target Population	239,272	207,370	184,186	170,561
Households Protected	35,790	35,922	38,888	40,514
(Rate of Protection)	(47.2)	(54.6)	(66.0)	(72.6)

Source: Minisry of Health & Social Affairs, Unpublished data, 1993.

(b) The right to bank loans, mortgages and other forms of financial credit:

Bank Loans

187. Bank loans are normally available to those with financial credibility and sufficient collateral. Therefore gendre-related guidelines and regulations governing loan transactions do not exist in the country. In reality, however, since the level of women's economic participation and ownership of assets is considerably lower than that of men, the former is disadvantaged in their access to loans and credits. Specific figures in this regard are unavailable because there is no gendre breakdown in the country's financial data.

188. With adequate collateral, however, it is not necessary for women to obtain their spouses' written permission or signature on the documents of transaction. In applying for credit cards, both women and men are required to present proof of income tax and property tax payments or of good credit rating in their past financial dealings.

189. Under the provisions of the Mother-Child Welfare Act of April 1989, women with children under 18 years of age receive special consideration when taking out loans for small business, children's education and medical care.

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

190. Women are not subject to any discrimination in all aspects of cultural life including sports.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

191. Policies for rural women have been provided under Article 14-2. The current status of rural women is as follows:

Rural Female Population

192. Rural population has been declining since the 1970s due to the country's urbanization and industrialization policies. During the 1985-1992 period, rural male population decreased by 1,483,000, from 4,246,000 to 2,763,000, and rural female population by 1,331,000, from 4,275,000 to 2,944,000. Continuous decline of rural population, especially among young men, has left rural areas with aged and female population, and accelerated women's participation in the rural economy as mainstream farmers. The female proportion among agricultural workers has increased from 41.7% in 1970 to 43.4% in 1985, and to 50.8% in 1990.

Labour Inputs of the Farm Households

193. The level of work inputs on the part of the farming households has declined from 2,016 hours in 1985 to 1,412 hours in 1992. The female ratio of farm labour inputs stood at 42.8% (as compared to 57.2% of male ratio) in 1985 and at 48.1% (as compared to 51.9% of male ratio) in 1992, showing a marked increase in women's work load.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

194. Taking into view the increasing work load of rural women, the Government has included in the Sixth Five-Year Economic and Social Development Plan (1987-1991) activities for training them in the use of agricultural machinery. During the Plan period, over 5,000 women received such training each year.

195. The Government has been carrying out projects to cultivate young people as the banner carriers for modern and high-tech based agriculture of the country. Under those projects, many "agricultural successors" received training in agricultural management and technology and, since the Sixth Plan period, an increasing number of women underwent similar training.

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

Health Facilities

196. The Government enacted the Specfial Law on Medical and Health Services for Farming and Fishing Villages in the 1980s and extended proper medical and health facilities and services to rural areas, including services related to family planning. A large number of public health doctors and related personnel were placed in areas hitherto without their services and funds well provided for newly constructing or expanding the necessary facilities in providing quantities of medical equipment.

197. Under the said Law, approximately 4,000 public health doctors and those on public health scholarships were active in the farming and fishing villages as of 1991 and, in order to facilitate the rural people's access to health services, many new facilities were established at numerous rural localities. In 1992, 2,039 public health personnel were serving at 2,039 rural public health facilities.

198. Public health personnel other than doctors are certified nurses or midwives who received training of up to 24 weeks under the auspices of the Ministry of Health and Social Affairs. They perform preventive health activities and casual medical treatment. The public health workers are mostly women and engage in community affairs, not only to promote health standards but to contribute to the overall community development as well.

199. With the extention of the Medical Insurance scheme to the farming and fishing villages in 1988, medical service demands increased by leaps and, in response, the health facilities of 15 counties were turned into proper hospitals, thus up-grading the counties' capabilities in meeting the areas' medical needs.

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

Illiteracy among Rural Women

200. Data on illiteracy among rural women is unavailable in Korea. General remarks on female illitaracy have been given under Article 10 (e).

Adult Education Programmes for Rural Women

201. With rapid changes in the socio-economic and cultural conditions of the Korean society, including the rural society, new roles are expected of women in general and rural women in particular. Accordingly, many training programmes designed to orient the rural women in their emerging roles and to inculcate in them new knowledge and skills needed in the rapidly changing agricultural economy of the country are being carried out under various auspices.

202. Such training consists of four types: leadership training carried out at the national level, special education for women at the provincial level, task oriented training at the city and county levels, and seasonal (winter) training also at the city and county levels. The training contents are related to various aspects of life science, including food preparations, clothing and shelter, home management and labour hygienes, and environment. <Table 29>

203. To carry out the above training activities effectively, household science practice centers were established and made the learning process experiential rather than academic. The centers are furnished with various equipments and facilities needed for learning new technologies and skills and for acquiring proper codes of conduct demanded in the developing social context of the country.

<Table 29> The State of Adult Education Program for Rural Women

(Persons, Million Won)

Classification	'92 Achivement		'93 Plan
	No. of trainees	Budgets($)	No. of trainees
Provincial RDAs	1,379	77,500	1,000
County RGOs	107,041	621,250	99,000
Total	108,420	698,750	100,000

Source: Rural Development Administration, Unpublished Data, 1993.
Note: RDA = Rural Development Administration.
RGO = City/County Rural Guidance Office.

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

Women's Guidance Programmes

204. Based on the Prime Ministerial Directive 141 regarding the Women's Guidance Council proclaimed on 8 July 1977, the Government has carried out a series of training programmes with the members of the Saemaeul Women's Clubs as the principal target. The training contents centered around family planning, cultural development, income generation and household economy, improvement of rural life styles and life environment, etc.

205. The Women's Guidance Programmes have been under the management of the Women's Guidance Council headquartered in the Ministry of Health and Social Affairs. Besides the Central Council, there are 15 city and provincial Councils and 276 more Councils in smaller cities, counties and districts. The members of the Councils are public officials in related government posts and other concerned parties in the professional fields. Each Council holds 4 annual meetings to discuss work plans, coordinate with other pertinent organs, recommend cooperative actions among the same and evaluate the results of actions taken.

206. There are about 88,000 village-based Women's Clubs across the country. Each Club provides education on family planning and other health matters, campaigns on wholesome family life and environment protection; guides life styles including in the areas of food intake, clothing, housing and hygiene; promotes cooperation in income generating activities and savings schemes; and develops other joint activities relevant to the interest of their community. The Women's Clubs work closely with concerned local administration, providing necessary inputs for the work of the latter.

Women's Centers

207. Women's Centers have been in operation since the 1970s under the ordinance of local administrations. Their work has been aimed at offering women improved opportunities for self-development, building economic bases among low-income women, and promoting women's welfare in general and their social participation in particular.

208. There were only 36 Women's Centers across the country during 1987-1990, but as in June 1993, 51 Centers were in operation. Local administrations in poor financial conditions receive support from the central government for the construction of Women's Centres.

209. Women's Centers carry out skills training directed toward women's economic empowerment, hobby-building, cultural development and child care. Job skills training include dress-making, beauty care, handicraft, cooking for mass feeding (such as at factories and schools), computer operation, Korean dress-making, furniture design and production, etc. Approximately, 48,000 women receive training yearly. Hobby-building and cultural development courses include flower arrangement, calligraphy, photography, music, sports and gardening. Annually 40,000 women take these courses. Counseling is provided most often in connection with employment and family problems. Run-away women or women requiring protection are also counseled. Annually, approximately 46,000 cases receive attention. Some of the Women's Center services, such as day care and accommodation facilities, are available not only to the trainees but to the local residents as well.

Income Generating Activities

210. With rural women's needs for secondary income rising, many work projects, other than basic farming, suitable for their capabilities have been developed and widely implemented. Supported financially and technically by the government sector, those projects contributed to the household income of the participating women and helped to instill in them a sense of confidence vis-a-vis their roles in the family and the community.

211. The projects gathered momentum in 1990 when they became part of a larger demonstration project under the central government auspices and a subsidy of eight million won (US$10,000) was granted to five individual projects per year. The local authorities are also actively involved in the projects so that their future prospects are highly optimistic. The Government plans to expand the scope of the projectse by stages in the years ahead. <Table 30>

212. Most project activities are concerned with producing goods with clear local colors such as indigenous crafts, arts and food items, and with processing agricultural raw materials. Their products are popular among urban dwellers so that the project participants easily earn one or two million won (US$1,250~2,500) per year.

<Table 30> The Status of Non-farm Income Generating Programs for Rural Women

Fund Source	'90 - '92 Achievement			'93 Plan	
	Number of groups	Partici-pants	Budgets ($)	Number of groups	Budgets ($)
RDA	15	221	150,000	6	60,000
Provincial RDAs	144	3,112	718,125	71	735,000
Total	159	3,333	868,125	77	795,000

Source: Rural Development Administration, Unpublished Data, 1993.

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

Projects to Improve Rural Housing and Environment

213. The projects began in 1983 to change unsanitary and inconvenient rural housing and environment and so reduce rural women's household labour drawing from the farming and fishing village development loans. <Table 31>

<Table 31> The Status of Rural Life Environment Improvement Projects

Year	Amount of project ($)	Amount of bank loan ($)	Amount of bank loan per farmhouse ($)
'83 - '89	56 (Thousand houses)	15,750,000	250 - 625
'90 - '91	23	34,500,000	1,500
'92	9.5	18,375,000	1,750 - 2,625
'93(plan)	7.5	19,686,000	2,625
Total	96	88,312,000	

Source: Rural Development Administration, Unpublished Data, 1993.

214. Major of the specific housing improvements made were in the traditional kitchens and toilets, which reduced rural women's household labour by 20-40%. Creating clean and sanitray life environment was very close to the hearts of rural housewives and well supported by their spouses.

Article 15

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts, and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

215. The Constitution stipulates equalizing all citizens' opportunities in political, economic, social, cultural and other aspects of life and ensuring fair improvement of their life conditions. Article 11 Item 1 of the Constitution in particular provides that all citizens are equal before law and are not subject to discrimination in political, economic, social and cultural spheres of life irrespective of gender, religion or social status. These are the fundamental principles for gender equality which have existed ever since the promulgation of the Constitution in 1948. These principles cum constitutional mandates obligate lawmakers and law enforcement agencies alike to uphold human equality in general and gendre euality in particular as statutory imperatives and adjudge all laws, regulations and customary mores inconsistent with them as null and void.

216. Equal rights of all citizens to participate in all aspects of life, as guaranteed by Article 11 Item 1 of the Constitution, provides the foundation for realizing basic human rights everywhere and always. The principle of equal rights governs not only the realm of private life of individuals but the spheres of political, economic and cultural endeavours and thus demand human dignity to be upheld and human value preserved for all time. Most importantly, it implies that women as well as men are the subjects, not objects, in the exercise of equal rights and in the pursuit of social goals consistent with those rights.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

217. Article 36 Item 1 of the Constitution stipulates that marriage and family life must be entered into and maintained based on individual dignity and gendre equality and the State shall do everyting in its power to achieve that goal. The Constitution thus explicitly recognizes the equality of men and women in marriage and family life and provides institutional guarantees for individual dignity, freedom to and in marriage, and gender equality.

218. The Family Law enacted in 1958 contained many clauses regarding marriage, divorce and inheritance that violated human dignity and gender equality. As a result of far-reaching revisions of the Law in January 1990, much of the discriminary elements have been removed and the revised version went into force on 1 January 1991. The major provisions of the revises Family Law was presented under Article 2 (b) of the present report.

Engagement, Marriage and Divorce

219. By law, adult men and women are free to get engaged to be married. Men aged 18 or more and women aged 16 or more can engage to be married without parental or guardian's consent. Cancellation of engagement can be effected by conveyance of such wish to the other party.

220. With regards to marriage, it is stipulated that men aged 18 or more and women aged 16 or more can marry, but minors can do so with parental consent. Marriages take effct by registering them in accordance with the Family Registration Act.

221. A married couple may decide on the place of residence by mutual agreement, and the spouses hold representation rights for each other in household affairs. Expenses for the couple's life are bearable by both of the parties and may be shared if without specific agreements.

222. Divorce can be effected by couple's mutual consent, and a divorce by consent takes effect upon registration with the Family Court and its affirmation in accordance with the Family Registration Act.

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

Parental Rights to Children

223. Under the revised Family Law, upon divorce, child-rearing responsibility is determined based on consultation and agreement between the parents and the parent without child-rearing responsibility is granted the right to see the child or children.

224. Previously the Family Law had given the father prior custody rights for children. This was changed in the revised Family Law to grant equal rights to both parents. While in matrimony, both parents are to exercise equal guardianship rights and, in disagreement, the Family Court may intervene at the request of one or both of the spouses. When either of the spouses recognizes a child or children born in his/her extra-marital relationship(s), or when the spouses are divorced, they may jointly decide custody arrangements for children and, in disagreement, the Family Court may intervene at the request of one or both of the parents. The father or the mother holding the custody right may act on behalf of the child or children concerned in courts of law.

Lawful Guardians

225. Persons qualified to be legal guardians are limited to the parents, up-to eight steps removed blood relatives and up-to four steps removed in-laws on either paternal or maternal side. Thus elements of gendre discrimination that existed in the previous Family Law with regards to the range of relatives qualified for guardianship have been removed.

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

226. This clause has been reserved from ratification.

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

Property Rights

227. The Inheritance and Gift Tax Law as revised in 1990 and again in 1994 substantially raised the level of exemption applicable to the assets and property inherited or received in gifts from the spouse.

228. The revised Family Law stipulates that property agreement entered into prior marriage cannot be changed during marriage and when one of the spouses entrusted with the management of the other's property mismanages it, the latter can request the return of the management right. In case the spouses' joint property is mismanaged, either of them has the right to request division of the property. As for the property under the ownership of either of the spouses from before marriage or that acquired during marriage under the legal title of either of the spouses belong solely to the spouse with the ownership title and their management and disposal are under the discretion of that spouse. Property concerning which prior ownership agreement does not exist may be devided between the spouses.